Accountability Report

2015–2016

Labour and Advanced Education

NOVA SCOTIA

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Accountability Statement

The Accountability Report of the Department of Labour and Advanced Education for the year ended March 31, 2016 is prepared pursuant to the *Finance Act* and government policies and guidelines. These authorities require the reporting of outcomes against the department Statement of Mandate for the fiscal year just ended. The reporting of the department outcomes necessarily includes estimates, judgments and opinions by department management.

We acknowledge that this Accountability Report is the responsibility of the department. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in Department of Labour and Advanced Education's 2014-2015 Statement of Mandate.

Original signed by

Honourable Kelly Regan
Minister

Original signed by

Duff Montgomerie
Deputy Minister

Message from the Minister

I am pleased to provide an overview of the work and accomplishments of the Department of Labour and Advanced Education for 2015-16.

Our mandate is broad and diverse, covering work in the fields of post-secondary education, skills and training, workplace safety, and labour services.

Over the past year, we celebrated many accomplishments, each one contributing to a skilled and competitive workforce and fair, safe, productive and inclusive places to work and learn.

- We continued to work with businesses and employers to promote their participation in workplace education and work experience programs, including START, SkillsonlineNS, Co-operative Education and Graduate to Opportunity.
- We worked to ensure that our employment supports, information, and training programs that help Nova Scotians seize and create opportunities for employment are responsive and accessible.
- We continued our efforts to build a culture of safety within our own department, throughout the public service, and in workplaces across the province.
- We helped to ensure that more young Nova Scotians see career opportunities here in the province, and that under-represented communities are engaged in education and employment.
- And we worked to improve awareness of and access to the many programs and services we deliver to support the safety and skills development of Nova Scotians.

I look forward to the year ahead where we will continue to ensure workers remain safe on the job, Nova Scotians have access to training, employment and literacy programs that help them build their life and career in Nova Scotia, and our post-secondary education system remains sustainable and strong.

Original signed by

Honourable Kelly Regan
Minister

Original signed by

Duff Montgomerie
Deputy Minister

Financial Results

Labour and Advanced Education			
	2015-16 Estimate	2015-16 Actual	2015-16 Variance
Program & Service Area	($thousands)	($thousands)	($thousands)
Gross Department Expenses:	362,931	358,158	(4,773)
Administration	855	778	(77)
Corporate Policy and Services	4,675	4,263	(412)
Safety	14,575	13,068	(1,507)
Labour Services	7,891	6,835	(1,056)
Skills and Learning	128,040	124,530	(3,510)
N.S. Apprenticeship Agency	10,713	10,645	(68)
Higher Education	54,235	55,858	1,623
School Cap Amortization	5,203	5,203	-
Community College Grants	136,744	136,978	234
Total Gross Departmental Expenses	362,931	358,158	(4,773)
Additional Information:			
Ordinary Revenues and Recoveries	132,051	134,075	2,024
Fees and Other Charges	1,599	1,303	(296)
TCA Purchase Requirements	3,280	1,739	(1,541)
Provincial Funded Staff (FTEs)	273.4	235.1	(38.3)

Measuring our Performance

The Department of Labour and Advanced Education's strategic directions supported Government's priorities for 2015-16:

- **Fiscal:** Balance the budget during the Government's mandate and achieve sustainable government.

- **Economy:** Create a climate for private sector and social enterprise economic growth to support OneNS goals.

- **Education:** Increase workforce participation and entrepreneurship by improving early childhood and P-12 education systems and continually improving opportunities for skills development and knowledge through post-secondary education, training, and apprenticeship.

- **Demographic:** Increase net interprovincial in-migration and international immigration levels; enhance wellness and health initiatives; enhance workforce participation of youth, older workers, and marginalized communities; and enhance communities and social well-being.

1. EDUCATE

EDUCATE: Build a more responsive system of learning and training through partnerships with business, labour, institutions and service providers, to prepare Nova Scotians for a prosperous future.

Outcome: Collaborative partnerships with business, labour, educational institutions and service providers that support responsive education, training and work experience programs.

1.1: Participation in LAE employer-sponsored training and work experience programs.

What does this measure tell us?

This measure compiles participant numbers, both in terms of clients served and organizations in LAE employer-sponsored training and work experience programs. This includes: START, One Journey Work and Learn, SkillsOnlineNS, Workplace Innovation & Productivity Skills Incentive (WIPSI), Student Summer Skills Incentive, Co-operative Education Incentive and graduate to Opportunity Program. The programs included in this measure require the employer to be an active partner in the training of individuals who are either already in the workforce or entering the workforce, through experiential learning and skills upgrading.

Where are we now?

LAE has increased the number of clients trained and business partners engaged over the past four years. New methods of delivering training, such as the www.skillsonlinens.ca online training, and the inclusion of student and graduate work experience programs have increased reach.

LAE Employer-Sponsored Training/Work Experience

START (past year from October in	2012-13		2013 - 14		2014 - 15		2015 – 16	
	Clients Served	Businesses	Clients Served	Businesses	Clients Served	Businesses	Clients Served	Businesses
2012)	201	115	617	568	814	756	830	809
ONE Journey	133	36	135	36	120	25	168	30
SkillsOnline NS (part year in 2012)	2741	347*	12427	591*	2013	166*	3514	233*
WIPSI	4,140	95	5,432	187	5,520	204	4,544	225
Student Summer Skills Program**	-	-	-	-	-	-	712	501
Co-operative Education Incentive**	-	-	-	-	-	-	567	271
Graduate to Opportunity**	-	-	-	-	-	-	107	92
TOTAL	**7,215**	**593**	**18,611**	**1382**	**8467**	**1151**	**10442**	**2161**

* The measure for SkillsOnline was changed in 2015-16 to reflect annual activity.

** These three employment programs were transferred from Economic and Rural Development and Tourism in 2015-16.

Where do we want to be?

Continue to increase participation in employer-sponsored training and work experience programs through new and existing delivery channels and partnership models.

1.2: Percentage of 18-64 year olds who indicated that over the past 12 months, they have been sponsored or supported by an employer to take education or training.

What does this measure tell us?

This measure reports the percentage of working 18-64 year olds who indicated they have been sponsored or supported by an employer to take education or training over the past 12 months. This data comes from LAE's Labour Market Activity and Intentions Survey (LMAIS), a household survey conducted annually since 2011.

Participation of employers in training employees is important to the development of a culture of continuous learning in Nova Scotia. Workers who are sponsored for training by their employer are more likely to have better job satisfaction, significantly increase their productivity and stay longer with that employer. This contributes to the objective of retaining workers in Nova Scotia and decrease out-migration. This result gives LAE an indication of how well it is doing in encouraging employers to provide education and training to their employees.

Where are we now?

Forty-three percent (43%) of the employees contacted in this survey indicated their employer had sponsored training for them in the past year over the last four years; employee participation has remained steady. LAE is actively working with employers to promote their role in workplace training through a variety of actions.

Nova Scotia employees supported for training by employer	2012-13	2013-14	2014-15	2015-16
	39%	40%	41%	43%

Source: 2015 Labour Market Activity Intentions Survey

Where do we want to be?

Increase to 45% over two years (by 2016).

1.3: Implementation of Memorandum of Understanding with Universities and NSCC; and implementation of sandboxes to support an innovative and sustainable post-secondary system.

What does this measure tell us?

This is a completion measure which reflects, qualitatively, the progress of partnerships LAE has with post-secondary educational institutions. The Memoranda of Understanding with universities (the 2012-15 MOU, which includes the Excellence and Innovation Program (E&IP) fund), and the NSCC (2013-16 MOU) outline a number of partnership initiatives. The goals of the MOUs are to strengthen accountability and transparency with the training institutions and to encourage stability and sustainability through multi-year agreements.

Under the E&IP fund, projects that benefit all higher education institutions will result in system efficiencies by streamlining the application process from high school to post-secondary institutions, enhancing the credit transfer process for students, and providing easier access to

Where are we now?

Key goals outlined in the 2012-15 MOU were accomplished, including the development of:

- a tuition policy which maintains accessibility for Nova Scotia students enrolled in programs at Nova Scotia universities (announced in Budget 2015-16).
- recommendations to address accessibility and affordability; and
- recommendations regarding Key Performance Indicators which pertain to program quality and student experience; and the standard financial reporting initiative.

Funding for the final year of the Excellence and Innovation Program was disbursed in March 2015, in the final year of the 2012-15 MOU. The final report of the 2012-15 MOU was completed in September 2015.

The 2015-19 MOU was developed and is effective as of April 1, 2015 (anticipated signing June 2016). This MOU aims to achieve and maintain a high quality, accessible, and sustainable university sector. Key aspects of the MOU include a commitment to:

- funding for universities;
- transparency and accountability;
- the development of outcome agreements;
- executive compensation that is fair, competitive, and fiscally responsible;
- a tuition policy which maintains accessibility for Nova Scotia students; and
- improved supports for student success, including sexual violence prevention.

Six Sandboxes are part of the Post-Secondary Education Sandbox Pilot Program launched in 2014-15. 2015-16 is the second year of the three-year pilot program.

The six sandboxes are:

- Island - Cape Breton University and NSCC Marconi and Strait Area Campuses;
- Spark Zone - Saint Mary's University, the Nova Scotia College of Art and Design, Mount Saint Vincent University, Atlantic School of Theology and NSCC HRM Campuses;
- Cultiv8– Dalhousie University and Acadia University;
- Shiftkey Labs - Dalhousie University, Saint Mary's University, Nova Scotia College of Art and Design and Volta Labs;
- Launchbox – Acadia University; and
- IDEA – Dalhousie University and NSCAD.

The following Working Groups were established to implement the initiatives in the NSCC MOU:

- Budget Working Group
- Higher Education College Program Review Committee
- Program Quality Assurance Working Group
- Apprenticeship Committee (resulted in NS Apprenticeship Agency)
- Diversity Working Committee
- Centre of Excellence Working Group
- Graduate Follow-up Survey Working Group
- Business Plan Working Group
- Research and Development Working Group

The *Universities Accountability and Sustainability Act* received Royal Assent on May 11, 2015. This Act will provide the province with greater oversight over the annual operating grants provided to Nova Scotia's ten universities. The legislation requires greater accountability for universities through more standard financial reporting. Universities will also have to establish outcomes and measure progress. The legislation will allow universities to restructure themselves if they are in serious financial trouble, giving them greater cost control.

Where do we want to be?

Maintain and improve quality assurance and accountability with the establishment of a reporting template for university R&D activities and work to develop a standardized public financial reporting process. Development of strong reporting relationships over the period of the NSCC MOU will ensure the work of the College continues to be closely integrated with the goals of the Province thereby achieving the objectives of the MOU.

At the end of the three-year pilot, sandboxes should be sustainable and successful.

INVEST: Invest in the required skills and knowledge to build the workforce we need now and in the future.

OUTCOME: Accessible employment supports, training programs and information services that help Nova Scotians seize and create opportunities for employment.

2. INVEST

2.1: Number of people trained (including Skills Development, Apprenticeship, Workplace Education, Nova Scotia School of Adult Learning).

What does this measure tell us?

This measure identifies the number of people trained through LAE skill development and employment support programs (including Skills Development, active Apprentices, Workplace Education, and students registered in the Nova Scotia School for Adult Learning). These are training programs for Nova Scotians looking to enter or remain in the workforce.

Where are we now?

Participation in skill development programs has remained relatively stable over the past four years. The enrolment in these programs is encouraging in that it shows people are participating in continuous learning and skills upgrading, a practice necessary for Nova Scotia to remain competitive in an environment of continuous change.

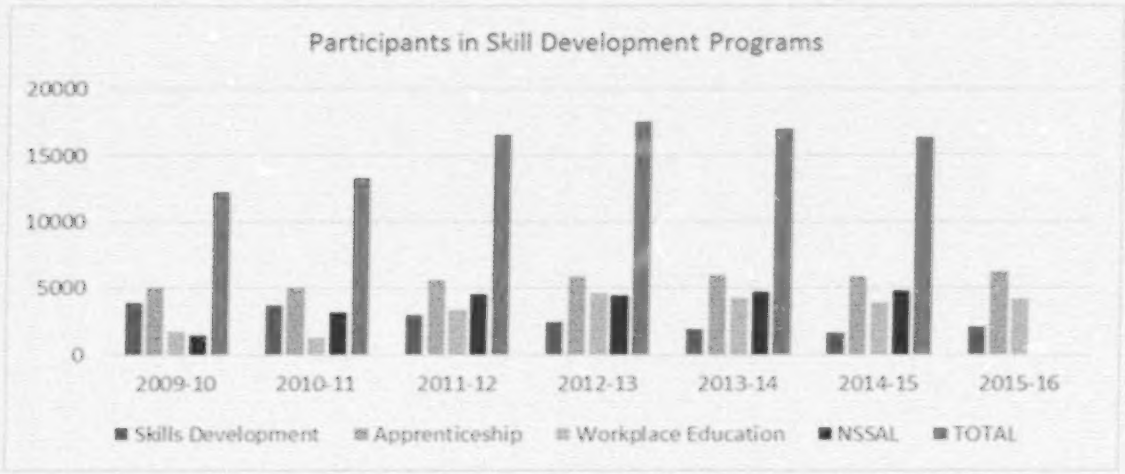
The Fast Forward program continued in 2015-16. Fast Forward is a stream in 'Skills Development' in which unemployed individuals who are in receipt of regular Employment Insurance (EI) benefits have the opportunity to receive regular EI benefits for the duration of their claim while they are attending approved training.

Participants in Skill Development Programs							
Skills Development (including Feepayer Program and Fast Forward)	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
	3,917	3,691	2,998	2,469*	1,839	1,691	2,128
Apprenticeship**	5,039	5,045	5,653	5,916	6,023	5,916	6,260
Workplace Education	1,767	1,300	3,400	4,639	4,242	3,936	4,156
NSSAL	1,500	3,220	4,506	4,461	4,734	4,819	NA***
TOTAL	**12,223**	**13,256**	**16,557**	**17,628**	**17,011**	**16,362**	**NA**

* Before 2012 total clients in Skills Development is reported.

** The Nova Scotia Apprenticeship Agency receives funding to support technical training.

*** Nova Scotia School for Adult Learning data is collected by school year, not fiscal year.



Where do we want to be?

Maintain or increase the number of clients in skill development training programs.

2.2: Percentage of NSCC graduates working in a related field.

What does this measure tell us?

This measure represents the percentage of NSCC graduates working in a related field, taken from the NSCC graduate follow-up survey. This information allows us to assess the fit of training to workforce requirements, and allows us to better predict labour supply in certain areas.

Where are we now?

The NSCC graduate employment rate is relatively consistent with the current employment situation in the province, as well as the unemployment rate. The employment relatedness level has been constant over the last few years.

NSCC Grads with employment relatedness	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
	83%	80%	83%	83%	83%	85%	N/A

Where do we want to be?

Maintain or increase employment in a related occupation for NSCC graduates.

2.3: Percentage of 18-64 year olds who went through career transition in the last 2 years who agreed that they had sufficient information and advice to make career decisions.

What does this measure tell us?

This measure captures the percentage of 18-64 year olds who went through career transition in the last two years who agreed they had sufficient information and advice to make career decisions. This captures respondents that agreed to this statement at a level of eight or higher on a 1-10 scale. This measure relates to the responses to the survey question in LAE's Labour Market Activity and Intentions Survey (LMAIS), a household survey conducted annually. When those who are undergoing or considering a transition are well-informed about their options and opportunities, they will be more likely to choose careers in areas that are in demand and experience more job satisfaction and less future job transition. LAE is working with the Department of Education and Early Childhood Development, career practitioners and industry to provide better information for decision making for future and current workers.

Where are we now?

Forty-one percent (41%) of the respondents indicated they had sufficient information to make career decisions. We are continuing to administer the survey on an annual basis and to promote labour market information availability to citizens.

Informed career transitions	2013-14	2014-15	2015-16
	48%	46%	41%

Source: 2015 Labour Market Activity & Intentions Survey

Where do we want to be?

Increase in the percentage of survey respondents who recently underwent a career transition indicating that they felt well-informed (50% by 2016). Through the transformation of Careers Nova Scotia, we will continue to work with our partners to improve the delivery of quality information and services to support career decisions.

2.4: Ratio of loans to grants in Student Assistance.

What does this measure tell us?

This measure enables LAE to determine consistency with Nova Scotia Student Assistance's mission to make post-secondary education accessible to all academically qualified Nova Scotians. We continue to balance student needs with good stewardship of public funds by striking a fair ratio between repayable (loan) and non-repayable (grant) student assistance.

Where are we now?

Since 2010, the percentage of grants has increased relative to the percentage of loans, making Nova Scotia comparable to other jurisdictions in terms of financial support for students.

Loans to Grants Ratio							
	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Loans	80%	80%	70%	65%	60%	60%	60%
Grants	20%	20%	30%	35%	40%	40%	40%
Ratio of Loans to Grants	4:1	4:1	7:3	13:7	3:2	3:2	3:2

Where do we want to be?

Maintain 40% grants in student assistance.

SAFEGUARD: **Make a safe, fair, and equitable work environment a priority for all employers and employees.**

OUTCOME: LAE is a leader in building a culture of safety in Nova Scotia through education, enforcement and strong partnerships in workplace and technical safety.

3.1: Percentage of staff who expressed that the department creates a safe work environment.

What does this measure tell us?

This measure is a comparison with other departments of the percentage of staff in LAE who expressed that "The department creates a safe work environment for its employees" in the Public Service Commission's "How's Work Going?" survey. The survey is administered every second year.

Departments whose employees work in office settings and have little or no contact with the public have higher scores in this measure than departments whose employees interact with the public regularly. LAE has staff in compliance roles who have frequent public contact and there is a greater potential for conflict (for example, during safety inspections).

Where are we now?

LAE has scored higher than the government average on this question over the past few cycles of the survey. In 2013, LAE scored the sixth highest among provincial departments. In 2013, the highest departmental score was 94% and LAE's score was 84%.

Employees feel safe working in their job.	2004	2005	2006	2009	2011	2013	2015
LAE Staff in agreement	67%	82%	74%	83%	84%	84%	87%
Government Average	69%	83%	81%	82%	73%	75%	77%

Source: How's Work Going Survey 2015

Where do we want to be?

Aspire to have the highest score on safety across all departments.

3.2: Percentage of 18-64 year old Nova Scotians who agree that their work environment is safe and healthy.

What does this measure tell us?

This measure relates to the percentage of 18-64 year old Nova Scotians who agree that their work environment is safe and healthy. This data comes from LAE's Labour Market Activity and Intentions Survey (LMAIS), a household survey conducted annually since 2011. The score represents the number of respondents that scored this question eight or higher on 1-10 scale. The employee perception of safety gives us an indicator of safety culture and practice in Nova Scotian workplaces.

Where are we now?

LAE, in partnership with the Workers Compensation Board (WCB) through the Workplace Safety Strategy, is working to continually strengthen workplace safety culture. The percentage of employees who perceive their workplaces as safe is similar to that found in a survey conducted by the WCB. This number has remained steady in Nova Scotia.

Percentage of 18-64 year old Nova Scotians who agree that their work environment is safe and healthy.	2012-13	2013-14	2014-15	2015-16
	67%	69%	68%	69%

Source: 2015 Labour Market Activity & Intentions Survey

Where do we want to be?

Increase employee perception of safety in workplaces across Nova Scotia by five percent (5%) by the end of the Workplace Safety Strategy implementation in 2017.

3.3: Compliance with the Occupational Health and Safety Act and regulations by outside organizations through an Internal Responsibility System.

What does this measure tell us?

This measure looks at the overall annual percentage of worksites that the department inspects that are implementing the requirements of an internal responsibility system (IRS) to advance safety. This would mean that employers and employees are engaged on safety issues in their particular worksite. It also indicates the general awareness of occupational health and safety regulatory requirements.

Where are we now?

During the 2015-16 fiscal year, 82% of worksites inspected were IRS compliant. The department continues to meet and work with employers to help them reduce incidents of injuries for employees and to improve health and safety practices.

IRS Checklist Compliance	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
	71%	79%	84%	82%	86%	81%	79%	82%

Where do we want to be?

The goal is IRS compliance in at least 85% of worksites.

4. GROW

GROW: Better meet labour market demands by retaining youth, and engaging under-represented groups.

OUTCOME: Young Nova Scotians see more career opportunities in the province and under-represented communities are engaged in education and employment.

4.1: Percentage of 18-64 year olds who are fairly to very confident in meeting their long-term career objectives while living and working in Nova Scotia.

What does measure tell us?

This measure looks at the percentage of 18-44 year olds who indicated they are fairly to very confident in meeting their long-term career objectives while living and working in Nova Scotia. This measure relates to the responses to the survey question in LAE's Labour Market Activity and Intentions Survey (LMAIS).

Confidence of young working-age Nova Scotians in meeting their career goals while living in Nova Scotia is an intermediate outcome goal for LAE. This measure is influenced by many factors beyond LAE's control, such as the global economy and federal policies that influence confidence in the labour market. LAE can help increase career confidence by making labour market information on good career opportunities in Nova Scotia readily accessible to the public. Increased career confidence in Nova Scotia should minimize outmigration of young people 18 to 44 years of age.

Where are we now?

This question has been asked for the past four years, and the results show a decrease in confidence from 2012, although there is a slight rebound from 2013.

Percentage of 18-44 year olds who are fairly to very confident in meeting their long-term career objectives in Nova Scotia.	2012-13	2013-14	2014-15	2015-16
	57%	50%	51%	52%

Source: 2015 Labour Market Activity & Intentions Survey

Where do we want to be?

Increase confidence over the next few years understanding that LAE's program and services are relatively small contributors to overall confidence.

4.2: Number of international students in university post-secondary education in Nova Scotia.

What does this measure tell us?

This measure identifies the number of international students in universities in Nova Scotia and relates to our recruitment success and the quality of our universities. This is part of our international student strategy to attract and retain international students to support enrolment at Nova Scotia's universities, and to support Provincial population goals

Where are we now?

Both the absolute number and percentage of international students in Nova Scotia's universities have increased between 2008 and 2014. Data is not yet available for 2015.

Number and Percentage of International Students in Nova Scotia Universities	2008	2009	2010	2011	2012	2013	2014	2015
Number of International Students	3,822	4,398	5,066	5,863	6,605	7,006	7,496	NA
Percentage of total students	9%	11%	12%	14%	15%	16%	17%	NA

Where do we want to be?

Increase the number and percentage of international students in Nova Scotia universities.

5 INFORM

INFORM: Provide ease of navigation and access to enable Nova Scotians to get information about programs, services, and offerings.

OUTCOME: Improved awareness of and access to LAE's programs and services.

5.1: Number of unique visitors to careers.novascotia.ca website.

What does this measure tell us?

This measure lets us know how many people are accessing career and labour market information provided by LAE through its main career information portal. This represents the number of unique visitors (recorded as unique IP addresses) to the careers.novascotia.ca website, via web analytics. Our research indicates that 43% of working age Nova Scotians access information about jobs on the internet. The same 2012 survey indicated that 26% of respondents were aware of www.careers.novascotia.ca website.

This number does not count the multiple users from a single terminal, such as those at career resource centres. The first full year of data on www.careers.novascotia.ca was 2013-14. Prior to 2011, the site was called 'Career Options.'

Where are we now?

Traffic on the site shows both information and program pages are being accessed with a slight overall decrease from the previous year. In the past year traffic coming from non-government sources, such as the Greater Halifax Partnership and Facebook, has increased.

Unique visits to careers.novascotia.ca from April 1 to March 31	2012-13	2013-14	2014-15	2015-16
	NA*	130,602	168,137	165,205

* Full year statistics not available. (76,356 total website visits from December 31 to March 31, 2013)

Where do we want to be?

Maintain usage of the site and connect to the virtual Careers Nova Scotia initiative where appropriate.

6. ACCOUNT

ACCOUNT: **Improve investment outcomes through informed decision making and accountability, measurement, and evaluation.**

OUTCOME: Meaningful evaluation and performance measures enable the reporting of progress and impact of LAE's work to Nova Scotians.

6.1: Infrastructure to support the development of departmental measures and updates.

What does this measure tell us?

This measure relates to efforts at LAE to develop an IT system for monitoring and reporting, building an evaluation culture, and building capacity to value ongoing collection of information and its use in evidence based decision-making. This includes training of staff.

Where are we now?

LAE's IT system for monitoring and reporting, IMPACT, was launched in 2013. In 2016-17, LAE will conduct a full review of the system.

Since 2012, over 50 staff have been trained in evaluation and 29 staff have also been trained in Lean and Six Sigma. LAE has shown leadership in this area.

Building Evaluative Culture at LAE				
	2012-13	2013-14	2014-15	2015-16
Monitor and Reporting IT System	Project Start	System launched	Year 1 implementation	Year 2 implementation
Number of staff trained in evaluation	28	23	Training offered through PSC course offerings	29 staff trained in Lean and Six Sigma 65 Managers participated in an introduction session on LEAN. 20 Administrative Staff to take June 2016 ½ day course.

Sustaining Evaluative Culture	NA	Departmental evaluation committees created for START evaluation and Sector Council Program evaluations. Evaluation framework for Workplace Safety Strategy begun.	Two evaluation reports completed. Performance measurement framework and Workplace Safety Strategy completed. New Director position in OHS to focus on evaluation. Discussions on evaluation framework for Careers NS begun.	LAE Evaluation Community created. New Strategy and Planning Division with mandate to evaluate federally funded programs through LMDA and CJF.

Where do we want to be?

Continue to champion evaluation and other performance improvement methodologies throughout the department.

Public Interest Disclosure of Wrongdoing Act

The *Public Interest Disclosure of Wrongdoing Act* was proclaimed into law on December 20, 2011. The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith. Section 18 of Act states:

> *Each deputy head shall prepare an annual report of disclosures, including any findings of wrongdoing, recommendations and actions taken and shall make this report available to the public.*

Appendix A

Annual Report under Section 18 pf the Public Interest Disclosure of Wrongdoing Act

Information Required under Section 18 of the Act	Fiscal Year 2015-16
The number of disclosures received	0
The number of findings of wrongdoing	0
Details of each wrongdoing (insert separate row for each wrongdoing)	NA
Recommendations and actions taken on each wrongdoing (insert separate row for each wrongdoing)	NA